

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: PENSION PLAN FOR EMPLOYEES OF U.S. NATURAL RESOURCES AND FRIEDRICH AIR CONDITIONING CO.
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1972
2a Plan sponsor's name (employer, if for a single-employer plan): USNR, LLC
Mailing address (include room, apt., suite no. and street, or P.O. Box): 1981 SCHURMAN WAY WOODLAND, WA 98674
2b Employer Identification Number (EIN): 94-2462111
2c Plan Sponsor's telephone number: 360-225-8267
2d Business code (see instructions): 333410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor PENSION ADMINISTRATIVE COMMITTEE OF U.S NATURAL RESOURCES, INC. 1981 SCHURMAN WAY WOODLAND, WA 98674		3b Administrator's EIN 94-2462111
		3c Administrator's telephone number 360-225-8267
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5	1396
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
6a(1) Total number of active participants at the beginning of the plan year	6a(1)	89
6a(2) Total number of active participants at the end of the plan year	6a(2)	79
b Retired or separated participants receiving benefits.....	6b	805
c Other retired or separated participants entitled to future benefits	6c	314
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	1198
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	155
f Total. Add lines 6d and 6e	6f	1353
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 1B 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)		(1) <input checked="" type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) <input type="checkbox"/> I (Financial Information – Small Plan)	
(3) <input checked="" type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____	
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____		(4) <input checked="" type="checkbox"/> C (Service Provider Information)	
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)		(5) <input type="checkbox"/> D (DFE/Participating Plan Information)	
		(6) <input type="checkbox"/> G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>PENSION PLAN FOR EMPLOYEES OF U.S. NATURAL RESOURCES AND FRIEDRICH AIR CONDITIONING CO.</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>USNR, LLC</u>	D Employer Identification Number (EIN) <u>94-2462111</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		
F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500		

Part I Basic Information			
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value	2a	<u>41973722</u>	
b Actuarial value	2b	<u>41973722</u>	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	<u>972</u>	<u>28919917</u>	<u>28919917</u>
b For terminated vested participants	<u>347</u>	<u>7167003</u>	<u>7167003</u>
c For active participants	<u>89</u>	<u>2875049</u>	<u>2875049</u>
d Total	<u>1408</u>	<u>38961969</u>	<u>38961969</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	<u>5.12 %</u>	
6 Target normal cost			
a Present value of current plan year accruals	6a	<u>0</u>	
b Expected plan-related expenses	6b	<u>222000</u>	
c Target normal cost	6c	<u>222000</u>	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		
	Signature of actuary	<u>06/04/2025</u> Date
	<u>GLEN GAHAN</u> Type or print name of actuary	<u>23-04875</u> Most recent enrollment number
	<u>HUB INTERNATIONAL GREAT PLAINS</u> Firm name	<u>402-964-5400</u> Telephone number (including area code)
	<u>11516 MIRACLE HILLS DRIVE SUITE 100 OMAHA, NE 68154</u> Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of _____ %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		39
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.07</u> %		2
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		41
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	107.72 %
15	Adjusted funding target attainment percentage	15	107.72 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.51 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a 0	
b	Contributions made to avoid restrictions adjusted to valuation date	19b 0	
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0	
20	Quarterly contributions and liquidity shortfalls:		
a	Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
c	If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: %	2nd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 222000
b Excess assets, if applicable, but not greater than line 31a			31b 222000
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0		0
b Waiver amortization installment.....	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....			38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021			

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan PENSION PLAN FOR EMPLOYEES OF U.S. NATURAL RESOURCES AND FRIEDRICH AIR CONDITIONING CO.	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 USNR, LLC	D Employer Identification Number (EIN) 94-2462111	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

US BANK NATIONAL ASSOCIATION

31-0841368

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

US BANCORP ASSET MANAGEMENT

41-2003732

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

US BANCORP FUND SERVICES LLC

39-1939072

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

US BANK NATIONAL ASSOCIATION

31-0841368

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 28 50	TRUSTEE	70857	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan PENSION PLAN FOR EMPLOYEES OF U.S. NATURAL RESOURCES AND FRIEDRICH AIR CONDITIONING CO.	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 USNR, LLC	D Employer Identification Number (EIN) 94-2462111

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	158003	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	336165	363137
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	797094	632664
(2) U.S. Government securities	1c(2)	6270740	6023620
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	25959885	25274455
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	8457263	7843900
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	41979150	40137776
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	11994	19128
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	11994	19128
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	41967156	40118648

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	11202	
(B) U.S. Government securities.....	2b(1)(B)	230002	
(C) Corporate debt instruments.....	2b(1)(C)	1127950	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1369154
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	149992	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		149992
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	9986617	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	10166668	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		-180051
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-932464	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1118312
c Other income	2c		27438
d Total income. Add all income amounts in column (b) and enter total.....	2d		1552381

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	3181902	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		3181902
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	77991	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	140996	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		218987
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		3400889

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		-1848508
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **WORTHY & COMPANY, LLC**

(2) EIN: **20-8092242**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 552175.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>PENSION PLAN FOR EMPLOYEES OF U.S. NATURAL RESOURCES AND FRIEDRICH AIR CONDITIONING CO.</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>USNR, LLC</u>	D Employer Identification Number (EIN) <u>94-2462111</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>41-6271370</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	<u>5</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: 20.00 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 63.00 %
 High-Yield Debt: 15.00 % Real Assets: _____% Cash or Cash Equivalents: 2.00 % Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

Yes.

No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

No. Other. Provide explanation. _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

Design-based safe harbor method

"Prior year" ADP test

"Current year" ADP test

N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 02 / 28 / 2023 (MM/DD/YYYY) and the Opinion Letter serial number Q705360A.

**Pension Plan for Employees of
U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.**

**Financial Statements and Supplemental Schedules
December 31, 2024 and 2023**

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Index
December 31, 2024 and 2023**

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Independent Auditor's Report

To the Participants and Administrator of
Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co. (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Independent Auditor's Report, Continued
December 31, 2024 and 2023**

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Independent Auditor's Report, Continued
December 31, 2024 and 2023**

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

The supplemental schedules of (I) Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024, and (II) Schedule H, Line 4j - Schedule of Reportable Transactions (Series of Transactions) for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Independent Auditor's Report, Continued
December 31, 2024 and 2023**

schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including its form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Worthy, & Company, LLC

Hillsboro, Oregon
October 13, 2025

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	2024	2023
Assets		
Investments, at fair value		
Cash and money market funds	\$ 632,664	\$ 797,094
U.S. Government securities	6,023,620	6,270,740
Corporate debt instruments (Note 8)	25,274,455	25,959,885
Mutual funds	<u>7,843,900</u>	<u>8,457,263</u>
Total investments	39,774,639	41,484,982
Receivables		
Accrued investment income receivable	363,137	336,165
Employer contribution receivable	<u>-</u>	<u>158,003</u>
Total receivables	<u>363,137</u>	<u>494,168</u>
Total assets	40,137,776	41,979,150
Liabilities		
Accrued expenses	<u>19,128</u>	<u>11,994</u>
Net assets available for benefits	<u>\$ 40,118,648</u>	<u>\$ 41,967,156</u>

The accompanying notes are an integral part of these financial statements.

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024**

Additions

Investment income	
Net appreciation in fair value of investments	\$ 33,235
Interest and dividends	<u>1,519,146</u>
Net investment income	<u>1,552,381</u>
Total additions	<u>1,552,381</u>

Deductions

Benefits paid to participants	3,181,902
Administrative expenses	<u>218,987</u>
Total deductions	<u>3,400,889</u>
Net decrease	(1,848,508)

Net assets available for benefits

Beginning of year	<u>41,967,156</u>
End of year	<u>\$ 40,118,648</u>

The accompanying notes are an integral part of these financial statements.

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

Notes to Financial Statements

December 31, 2024 and 2023

1. Plan Description

The following brief description of the Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co. (the "Plan") is provided for general information only. Participants should refer to the plan agreement for more complete information.

General

The Plan is a defined benefit pension plan established to provide retirement benefits for eligible employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co. (the "Company") not covered by other Company plans. Effective June 30, 2007, the Plan was frozen with respect to all employees of the Company who are not subject to a collective bargaining agreement. The Plan was frozen with respect to all employees of the Company who are subject to a collective bargaining agreement in Jacksonville, Florida and San Antonio, Texas effective December 17, 2007 and April 4, 2008, respectively. Employees become eligible to participate upon completion of one year of service provided they are under age sixty at their employment or re-employment date. The Plan is administered by the Pension Administrative Committee of U.S. Natural Resources, Inc. (the "Committee") whose members are appointed by the chief executive officer of the Company. The Committee has overall responsibility for the operation and administration of the Plan. The Committee determines the appropriateness of the Plan's investments and monitors investment performance. The Committee is responsible for collecting employer contributions, investing such contributions for the exclusive benefit of the Plan members, and paying benefits. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Funding Policy

The Plan's funding policy is for the Company to contribute amounts which will meet or exceed the annual minimum funding requirements of ERISA based on the plan actuary's calculations. The Plan recognizes contributions when such amounts are accrued for payment by the Company. Contributions from the Company are invested in such funds or securities as may be determined by the Committee.

Pension Benefits

Employees are entitled to pension benefits beginning at the normal retirement age (65) based on specific amounts per month as a percentage of the employee's compensation for service accumulated during employment. The Plan permits early retirement between ages 54 and 65. Pension benefits received upon early retirement are reduced by specific amounts for each month early retirement precedes the normal retirement age. Employees may elect to receive their pension benefits in the form of a joint and survivor annuity, a certain period with life annuity, or as a life annuity. Participants become vested after completing at least five years of service.

Death and Disability Benefits

If a qualifying married employee dies after reaching normal retirement age, the employee's spouse may receive monthly payments based on a joint and 50% survivor annuity unless the employee elected another optional form of settlement. If a qualifying married employee dies when vested, the employee's spouse receives monthly payments based on the joint and 50% survivor annuity referred to above. The payments commence immediately or on the first day of the month following the date which would have been the participant's 55th birthday, if later.

For certain qualified bargaining unit participants, there is a lump sum death benefit of either \$1,000, \$2,000, \$2,500, or zero for employees who have retired before January 15, 1986, January 14,

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

Notes to Financial Statements

December 31, 2024 and 2023

1989, January 14, 2008, or after January 14, 2008, respectively, which will be payable to the participant's beneficiary in addition to any benefit otherwise payable.

Qualified participants who become disabled, as defined by the plan document, will become fully vested in their accrued benefits and will receive disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled. Disability benefits are paid until retirement age, at which time disabled participants begin receiving normal retirement benefits computed as though they had terminated employment when they became disabled.

2. Summary of Significant Accounting Policies

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions from net assets during the reporting period. The plan administrator bases its estimates on historical experience and on various other assumptions that are believed to be reasonable under the circumstances at the time. Actual results could differ from those estimates under different assumptions or conditions.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the Plan's investment advisers, custodians, and insurance company. See Note 7 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Expenses

The Plan's expenses are paid either by the Plan or the Company, as provided by the plan document. Expenses that are paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statement of changes in net assets available for benefits. In addition, certain investment related expenses are included in net appreciation of fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

Subsequent Events

Management has evaluated subsequent events through October 13, 2025, the date the financial statements were available to be issued.

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Notes to Financial Statements
December 31, 2024 and 2023**

3. Certified Investments

Certain information related to investments disclosed in the accompanying financial statements and supplemental schedules, including investments held at December 31, 2024 and 2023, and net appreciation in fair value of investments, and interest and dividends, for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by U.S. Bank National Association.

4. Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments and lump sum distributions that are attributable, under the Plan's provisions, to the service participants who have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries.

The actuarial present value of accumulated plan benefits is determined by an enrolled actuary and the amounts result from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. The significant actuarial assumptions used in determining the present value of accumulated plan benefits of the Plan were (a) investment returns of 6.40%, (b) no rate of increase in compensation subsequent to the freezing of benefits as described in Note 1, (c) mortality rates used to determine the funding target were the IRS 2024 annuitant-distinct mortality tables based on PRI-2012 mortality table and 2024 adjusted MP-2021 improvement scale, (d) normal retirement age under the Plan, and (e) effective interest discount rates of 5.36% and 4.71% for the valuation as of January 1, 2025 and 2024, respectively.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2025 and 2024. Had the valuations been performed as of December 31, there would be no material differences.

The actuarial present value of accumulated plan benefits as of January 1 is as follows:

	2025	2024
Vested benefits		
Participants and beneficiaries currently receiving payments	\$ 28,449,764	\$ 29,712,474
Vested terminated participants	6,402,386	7,610,037
Active participants	<u>2,204,214</u>	<u>3,033,951</u>
Actuarial present value of accumulated plan benefits	<u>\$ 37,056,364</u>	<u>\$ 40,356,462</u>

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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Notes to Financial Statements
December 31, 2024 and 2023**

The following is a summary of the change in actuarial present value of accumulated plan benefits for the years ended January 1:

	2025	2024
Actuarial present value of benefits at beginning of year	\$ 40,356,462	\$ 41,048,145
Increase (decrease) during year attributable to:		
Change in actuarial assumptions	(1,960,833)	217,991
Benefits accumulated and experience (gain) or loss	16,781	227,390
Interest resulting from decrease in discount period	1,825,856	1,939,924
Benefits paid	<u>(3,181,902)</u>	<u>(3,076,988)</u>
Actuarial present value of benefits at end of year	<u>\$ 37,056,364</u>	<u>\$ 40,356,462</u>

5. Plan Termination

In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide benefits in the following order determined as of the day before termination:

- a) Benefits that had been in pay status for three years or more or could have been in pay status for three years if the participant had retired on the earliest opportunity and received the normal form of benefit. Allocation shall be based on the lowest benefit provided by plan provisions in effect within the last five years.
- b) Other benefits guaranteed under the ERISA, disregarding sections 4022(b)(5) and (6), including benefits not covered by (a) because of the exclusion of benefit increases within five years.
- c) All other vested accrued benefits not covered by (b).
- d) All other accrued benefits.

In the event of the termination of the Plan, the rights of each participant to benefits accrued as of the day before the termination shall be fully vested to the extent funded.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (the "PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC may not guarantee all types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of the plan sponsor and the level of benefits guaranteed by the PBGC.

All assets funding the Plan shall be allocated in the order set out above, based on actuarial valuation of accrued retirement benefits as of the date of termination, using nondiscriminatory formulas established by the Committee. All benefits for each group shall be paid or provided for before any benefits are paid for any members of the group having the next lower priority. If the

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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Notes to Financial Statements
December 31, 2024 and 2023**

funds are insufficient to pay all of the benefits for any group, the amount available shall be allocated among the members of the group in proportion to their interests.

6. Investment Activity

Individual investment balances under the Plan and the related activity as of, and for the year ended, December 31, 2024 are as follows:

	Plan Assets						Plan Assets
	December 31, 2023	Transfers In (Out)	Employer Contributions	Investment Income	Expenses Paid	Benefit Payments	December 31, 2024
<u>U.S. Bank National Association</u>							
Cash and money market funds	\$ 797,094	\$ 3,055,000	\$ 158,003	\$ 16,322	\$ (211,853)	\$ (3,181,902)	\$ 632,664
U.S. Government securities	6,270,740	(115,548)	-	(131,572)	-	-	6,023,620
Corporate debt instruments	25,959,885	(1,064,183)	-	378,753	-	-	25,274,455
Mutual funds	8,457,263	(1,875,269)	-	1,261,906	-	-	7,843,900
Total investments	<u>\$ 41,484,982</u>	<u>\$ -</u>	<u>\$ 158,003</u>	<u>\$ 1,525,409</u>	<u>\$ (211,853)</u>	<u>\$ (3,181,902)</u>	<u>\$ 39,774,639</u>

7. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under Financial Accounting Standards Board (“FASB”) Accounting Standards Codification (“ASC”) 820 are described as follows:

Level 1. Level 1 inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2. Level 2 inputs to the valuation methodology include (a) quoted prices for similar assets or liabilities in active markets, (b) quoted prices for identical or similar assets or liabilities in inactive markets, (c) inputs other than quoted prices that are observable for the asset or liability, and (d) inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3. Level 3 inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability’s fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023. Fair values are provided by the Plan’s investment custodians as follows:

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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Notes to Financial Statements
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Cash: Deposits with no stated maturity are valued at the amount payable on demand.

U.S. Government securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate debt instruments: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks or a broker quote if available.

Money market funds and other mutual funds: Investments in registered investment companies are valued at the daily closing price as reported by the respective fund. Registered investment companies held by the Plan are primarily open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (“NAV”) and to transact at that price. The Plan also invests in exchange traded funds (“ETFs”) which are valued at the closing price reported on the exchanges on which the ETFs trade. The mutual funds held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while management believes the Plan’s valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2024 and 2023.

The following table sets forth by level, within the fair value hierarchy, the Plan’s assets at fair value as of December 31, 2024:

	Level 1	Level 2	Level 3	Total
Cash and money market funds	\$ 632,664	\$ -	\$ -	\$ 632,664
U.S. Government securities	-	6,023,620	-	6,023,620
Corporate debt instruments	-	25,274,455	-	25,274,455
Mutual funds	<u>7,843,900</u>	<u>-</u>	<u>-</u>	<u>7,843,900</u>
Total assets at fair value	<u>\$ 8,476,564</u>	<u>\$ 31,298,075</u>	<u>\$ -</u>	<u>\$ 39,774,639</u>

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
Notes to Financial Statements
December 31, 2024 and 2023**

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Cash and money market funds	\$ 797,094	\$ -	\$ -	\$ 797,094
U.S. Government securities	-	6,270,740	-	6,270,740
Corporate debt instruments	-	25,959,885	-	25,959,885
Mutual funds	8,457,263	-	-	8,457,263
Total assets at fair value	<u>\$ 9,254,357</u>	<u>\$ 32,230,625</u>	<u>\$ -</u>	<u>\$ 41,484,982</u>

8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Market risks include global events, such as pandemics or international conflicts, which could impact the value of investment securities. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported, based on certain assumptions pertaining to interest rates, rates of return on investments, inflation rates, employee demographics, and other factors, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

As of December 31, 2024, the Plan held investments in corporate debt instruments totaling approximately \$3,605,760, issued either by entities domiciled outside the United States of America or by U.S. subsidiaries of foreign parent companies. These investments may be subject to additional risks, including political, economic, and regulatory risks in the countries of domicile, which could affect the creditworthiness of the issuers and the valuation of the instruments.

9. Tax Status

Effective January 1, 2024, the Plan adopted a preapproved plan document that obtained its latest opinion letter dated February 28, 2023, in which the Internal Revenue Service ("IRS") stated that the plan document, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code ("IRC"). Although the plan document has been amended since receiving the determination letter, the plan administrator believes the Plan is currently designed and being operated in compliance with the applicable sections of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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Notes to Financial Statements
December 31, 2024 and 2023**

10. Related Party and Party-In-Interest Transactions

During the year ended December 31, 2024, certain investments represent assets offered, issued, or managed by U.S. Bank National Association. U.S. Bank National Association served as the Plan's investment custodian during the year ended December 31, 2024, as defined; therefore, transactions with this entity or its affiliates qualify as party-in-interest transactions. Fees incurred by the Plan for certain investment expenses are included in net appreciation in fair value of investments, as they are paid through fees charged at the investment level rather than direct payments remitted by the Plan. The Plan made direct payments for administrative expenses totaling \$218,987 during the year ended December 31, 2024. The Company pays directly certain other fees related to the Plan's operations.

Supplemental Schedules

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

EIN: 94-2462111, Plan Number: 001

December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Cash and Money Market Accounts				
	First American Government Obligations Fund	Mutual fund	\$ 597,135	\$ 597,135
	First American Government Obligations Fund	Mutual fund	17,032	17,032
	First American Government Obligations Fund	Mutual fund	18,497	18,497
			<u>632,664</u>	<u>632,664</u>
U.S. Government Securities				
	U S Treasury Bd 4.375% 2/15/38	U.S. Government securities	69,721	68,079
	U S Treasury Bd 4.250% 5/15/39	U.S. Government securities	73,125	71,136
	U S Treasury Nt 4.250% 11/15/40	U.S. Government securities	149,587	145,678
	U S Treasury Bd 2.750% 11/15/42	U.S. Government securities	99,486	97,154
	U S Treasury Bd 3.375% 5/15/44	U.S. Government securities	24,975	24,314
	U S Treasury Bd 3.000% 11/15/44	U.S. Government securities	15,607	15,179
	U S Treasury Bd 2.500% 2/15/45	U.S. Government securities	242,436	235,899
	U S Treasury Bd 2.750% 8/15/47	U.S. Government securities	378,930	365,695
	U S Treasury Bd 3.000% 2/15/49	U.S. Government securities	289,022	276,465
	U S Treasury Bd 2.250% 8/15/49	U.S. Government securities	277,686	266,230
	U S Treasury Nt 2.000% 2/15/50	U.S. Government securities	278,965	267,108
	U S Treasury Bd 1.125% 8/15/40	U.S. Government securities	230,895	226,583
	U S Treasury Bd 1.125% 5/15/40	U.S. Government securities	141,163	138,329
	U S Treasury Bd 1.625% 11/15/50	U.S. Government securities	322,334	307,632
	U S Treasury Nt 1.875% 2/15/41	U.S. Government securities	187,881	184,225
	U S Treasury Bd 1.750% 8/15/41	U.S. Government securities	19,521	19,426
	U S Treasury Bd 2.250% 2/15/52	U.S. Government securities	403,523	384,962
	U S Treasury Bd 2.375% 2/15/42	U.S. Government securities	327,445	320,337
	U S Treasury Bd 2.875% 5/15/52	U.S. Government securities	10,973	10,490
	U S Treasury Bd 3.375% 8/15/42	U.S. Government securities	194,242	189,854
	U S Treasury Bd 4.000% 11/15/52	U.S. Government securities	318,377	304,889
	U S Treasury Bd 3.500% 2/15/53	U.S. Government securities	67,888	64,999
	U S Treasury Bd 3.625% 5/15/53	U.S. Government securities	314,066	300,773
	U S Treasury Bd 3.875% 5/15/43	U.S. Government securities	72,150	70,408
	U S Treasury Bd 4.375% 8/15/43	U.S. Government securities	612,775	597,484
	U S Treasury Bd 5.000% 11/15/53	U.S. Government securities	339,407	321,519
	U S Treasury Bd 4.750% 11/15/43	U.S. Government securities	532,578	518,375
	U S Treasury Bd 4.250% 2/15/54	U.S. Government securities	95,020	91,225
	U S Treasury Bd 4.750% 5/15/54	U.S. Government securities	10,114	9,716
	U S Treasury Bd 4.250% 8/15/54	U.S. Government securities	96,227	91,320
	U S Treasury Nt 4.500% 11/15/54	U.S. Government securities	40,689	38,137
			<u>6,236,808</u>	<u>6,023,620</u>
Corporate Debt Instruments				
	Aflac Incorporated 3.600% 4/01/30	Corporate debt instruments	81,278	82,668
	Abbvie Inc 4.700% 5/14/45	Corporate debt instruments	126,960	123,529
	Abbvie Inc 3.200% 11/21/29	Corporate debt instruments	101,992	103,953

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Abbvie Inc 4.050% 11/21/39	Corporate debt instruments	107,019	105,937
	Air Products 2.050% 5/15/30	Corporate debt instruments	38,376	39,057
	Alabama Power Co 3.750% 3/01/45	Corporate debt instruments	190,101	189,111
	Amazon.Com Inc 4.250% 8/22/57	Corporate debt instruments	101,392	94,991
	Amazon.Com Inc 3.250% 5/12/61	Corporate debt instruments	25,023	23,422
	Amazon.Com Inc 3.300% 4/13/27	Corporate debt instruments	101,641	103,452
	American Express Co 2.550% 3/04/27	Corporate debt instruments	177,579	184,772
	American Express Co 6.489% 10/30/31	Corporate debt instruments	179,538	180,641
	American Honda Mtn 4.700% 1/12/28	Corporate debt instruments	140,540	141,621
	American Honda Mtn 4.600% 4/17/30	Corporate debt instruments	101,105	102,223
	Anheuser Busch Co 4.900% 2/01/46	Corporate debt instruments	116,315	113,671
	Anheuser Busch Inbev 5.450% 1/23/39	Corporate debt instruments	104,253	101,216
	Anheuser Busch Inbev 5.800% 1/23/59	Corporate debt instruments	124,871	121,174
	Anheuser Busch Inbev 4.750% 1/23/29	Corporate debt instruments	125,095	124,950
	Apple Inc 2.450% 8/04/26	Corporate debt instruments	126,586	129,969
	Apple Inc 2.050% 9/11/26	Corporate debt instruments	94,725	97,153
	Apple Inc 1.650% 2/08/31	Corporate debt instruments	67,348	69,010
	Apple Inc 1.400% 8/05/28	Corporate debt instruments	104,464	107,714
	Apple Inc 2.850% 8/05/61	Corporate debt instruments	62,963	58,739
	Apple Inc Sr 3.250% 8/08/29	Corporate debt instruments	51,670	51,971
	Apple Inc Sr 3.950% 8/08/52	Corporate debt instruments	56,945	54,100
	Apple Inc Sr 4.100% 8/08/62	Corporate debt instruments	96,989	93,950
	Applied Materials 1.750% 6/01/30	Corporate debt instruments	127,547	131,632
	Archer Daniels 4.500% 8/15/33	Corporate debt instruments	125,861	124,610
	Baltimore Gas Co 5.300% 6/01/34	Corporate debt instruments	66,349	62,796
	Bank Amer Corp Mtn 3.875% 8/01/25	Corporate debt instruments	72,363	73,663
	Bank Amer Corp Mtn 4.244% 4/24/38	Corporate debt instruments	156,228	151,196
	Bank Of America Mtn 4.083% 3/20/51	Corporate debt instruments	150,300	148,738
	Bank Amer Corp Mtn 2.676% 6/19/41	Corporate debt instruments	156,332	160,367
	Bank Of America Mtn 3.384% 4/02/26	Corporate debt instruments	254,179	261,982
	Bk Of America 4.571% 4/27/33	Corporate debt instruments	152,073	157,753
	Bank America Mtn 5.202% 4/25/29	Corporate debt instruments	177,199	180,841
	Bank America Corp 5.872% 9/15/34	Corporate debt instruments	125,264	128,380
	Bank New York Mtn 5.802% 10/25/28	Corporate debt instruments	116,118	117,029
	Bank New York Mellon 5.834% 10/25/33	Corporate debt instruments	126,280	128,417
	Bank New York Mtn 4.947% 4/26/27	Corporate debt instruments	139,467	141,588
	Blackrock Funding 5.250% 3/14/54	Corporate debt instruments	51,187	51,012
	Bp Cap Markets 3.410% 2/11/26	Corporate debt instruments	50,385	51,362
	Bp Cap Markets 3.000% 2/24/50	Corporate debt instruments	153,235	145,587
	Bp Cap Mkts Amer Inc 4.812% 2/13/33	Corporate debt instruments	100,433	99,568
	Bp Cap Mkts Amer Inc 4.989% 4/10/34	Corporate debt instruments	112,839	112,820
	Bristol Myers Squibb 4.125% 6/15/39	Corporate debt instruments	104,367	104,445
	Bristol Myers Squibb 3.550% 3/15/42	Corporate debt instruments	127,112	125,226

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Bristol Myers Squibb 3.700% 3/15/52	Corporate debt instruments	126,882	123,054
	Bristol Myers Squibb 3.900% 3/15/62	Corporate debt instruments	92,127	88,703
	Bristol Myers 5.200% 2/22/34	Corporate debt instruments	65,039	63,920
	Brown University 2.924% 9/01/50	Corporate debt instruments	145,054	138,529
	Burlington Northn 5.200% 4/15/54	Corporate debt instruments	156,641	149,632
	Caterpillar Finl Mtn 4.350% 5/15/26	Corporate debt instruments	62,393	62,913
	Citigroup Inc 4.650% 7/23/48	Corporate debt instruments	75,484	73,587
	Citigroup Inc 3.980% 3/20/30	Corporate debt instruments	177,286	182,355
	Citigroup Inc Sr 5.316% 3/26/41	Corporate debt instruments	138,046	139,573
	Citigroup Inc 3.070% 2/24/28	Corporate debt instruments	253,076	262,593
	Citigroup Inc 3.057% 1/25/33	Corporate debt instruments	150,111	157,204
	Coca Cola Co The 2.750% 6/01/60	Corporate debt instruments	11,623	10,493
	Comcast Corp 4.700% 10/15/48	Corporate debt instruments	47,766	45,455
	Comcast Corp 3.950% 10/15/25	Corporate debt instruments	135,225	137,282
	Comcast Corp 4.150% 10/15/28	Corporate debt instruments	124,092	124,829
	Comcast Corp 3.250% 11/01/39	Corporate debt instruments	102,293	100,782
	Comcast Corp New 2.987% 11/01/63	Corporate debt instruments	25,289	23,704
	Comcast Corp New 5.500% 11/15/32	Corporate debt instruments	131,852	131,165
	Commonwealth Edison 3.650% 6/15/46	Corporate debt instruments	188,338	187,444
	Conocophillips 3.758% 3/15/42	Corporate debt instruments	184,311	181,261
	Cons Edison Ny Mtn 4.450% 3/15/44	Corporate debt instruments	88,341	87,970
	Consolidated Edison 3.950% 4/01/50	Corporate debt instruments	190,376	187,604
	Consolidated Edison 3.600% 6/15/61	Corporate debt instruments	38,901	35,976
	Consumers Energy Co 4.625% 5/15/33	Corporate debt instruments	173,603	173,630
	Cummins Inc 0.750% 9/01/25	Corporate debt instruments	65,109	68,238
	Dte Elec Co 1M 5.400% 4/01/53	Corporate debt instruments	126,441	125,090
	Deere John Mtn 4.750% 1/20/28	Corporate debt instruments	75,138	75,384
	John Deere Mtn 4.950% 7/14/28	Corporate debt instruments	104,190	103,992
	John Deere Mtn 5.150% 9/08/33	Corporate debt instruments	90,945	89,287
	Walt Disney Company 6.650% 11/15/37	Corporate debt instruments	117,315	115,976
	Duke Energy Car 5.300% 2/15/40	Corporate debt instruments	103,164	99,788
	Duke Energy LLC 4.950% 1/15/33	Corporate debt instruments	125,129	124,887
	Duke Energy 5.350% 1/15/53	Corporate debt instruments	124,686	123,669
	Duke Energy Ohio Inc 3.650% 2/01/29	Corporate debt instruments	64,781	65,883
	Erp Operating LP 2.850% 11/01/26	Corporate debt instruments	89,336	91,994
	Emerson Elec Co 2.800% 12/21/51	Corporate debt instruments	43,516	40,767
	Enterprise Products 3.950% 1/31/60	Corporate debt instruments	67,558	63,253
	Enterprise LLC 5.350% 1/31/33	Corporate debt instruments	49,758	49,389
	Evergy Metro Inc 2.250% 6/01/30	Corporate debt instruments	127,749	133,478
	Exxon Mobil 2.440% 8/16/29	Corporate debt instruments	25,748	26,466
	Meta Platforms Inc 4.450% 8/15/52	Corporate debt instruments	176,942	170,244
	Meta Platforms Inc 4.650% 8/15/62	Corporate debt instruments	140,663	134,090

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Florida Pwr Lt Co 5.300% 6/15/34	Corporate debt instruments	128,719	128,364
	General Dynamics 3.250% 4/01/25	Corporate debt instruments	127,002	129,602
	Georgia Pwr Co 5.125% 5/15/52	Corporate debt instruments	101,393	101,116
	Goldman Sachs Group 6.484% 10/24/29	Corporate debt instruments	189,443	191,744
	Goldman Sachs Group 6.561% 10/24/34	Corporate debt instruments	126,660	128,992
	Goldman Sachs Group 3.210% 4/22/42	Corporate debt instruments	53,311	48,824
	Goldman Sachs Group 3.102% 2/24/33	Corporate debt instruments	126,041	131,866
	Goldman Sachs Group 5.798% 8/10/26	Corporate debt instruments	250,253	251,395
	Goldman Sachs Group 4.017% 10/31/38	Corporate debt instruments	139,146	142,264
	Home Depot Inc 4.500% 12/06/48	Corporate debt instruments	112,269	107,629
	Home Depot Inc 3.300% 4/15/40	Corporate debt instruments	63,814	63,106
	Home Depot Inc 4.950% 6/25/34	Corporate debt instruments	155,697	151,919
	Honeywell 1.750% 9/01/31	Corporate debt instruments	122,510	124,593
	Intercontinental 2.650% 9/15/40	Corporate debt instruments	50,884	51,667
	Intercontinental 3.625% 9/01/28	Corporate debt instruments	26,248	25,900
	Jpmorgan Chase Co 3.897% 1/23/49	Corporate debt instruments	125,171	124,036
	Jpmorgan Chase Co 3.157% 4/22/42	Corporate debt instruments	51,403	49,930
	Jpmorgan Chase Co 4.912% 7/25/33	Corporate debt instruments	150,196	154,480
	Jpmorgan Chase 3.530% 6/01/34	Corporate debt instruments	123,984	126,911
	Jpmorgan Chase Co 6.070% 10/22/27	Corporate debt instruments	254,008	255,868
	Jpmorgan Chase Co 6.087% 10/23/29	Corporate debt instruments	189,448	190,852
	Jpmorgan Chase Co 5.766% 4/22/35	Corporate debt instruments	169,527	161,620
	Johnson Johnson 0.950% 9/01/27	Corporate debt instruments	22,894	23,830
	Kimberly Clark Corp 2.875% 2/07/50	Corporate debt instruments	126,816	122,852
	Linde Inc 4.700% 12/05/25	Corporate debt instruments	55,857	56,112
	Lockheed Martin Corp 4.700% 5/15/46	Corporate debt instruments	116,685	110,800
	Lockheed Martin Corp 5.200% 2/15/55	Corporate debt instruments	111,936	104,562
	Marsh McLennan Cos 4.900% 3/15/49	Corporate debt instruments	139,138	136,990
	Mastercard Inc 2.950% 6/01/29	Corporate debt instruments	88,046	89,574
	Mastercard 2.000% 11/18/31	Corporate debt instruments	94,019	95,535
	Mastercard 4.550% 1/15/35	Corporate debt instruments	38,847	38,330
	Merck Co Inc 5.150% 5/17/63	Corporate debt instruments	63,528	59,389
	Metlife Inc 4.875% 11/13/43	Corporate debt instruments	102,520	100,777
	Microsoft Corp 2.400% 8/08/26	Corporate debt instruments	151,643	155,200
	Microsoft Corp 4.500% 2/06/57	Corporate debt instruments	101,612	97,524
	National Rural Util 3.700% 3/15/29	Corporate debt instruments	126,971	129,970
	Novartis Capital 3.000% 11/20/25	Corporate debt instruments	51,220	52,328
	Nvidia Corp Sr Nt 3.500% 4/01/40	Corporate debt instruments	102,593	101,719
	Peco Energy Co 4.900% 6/15/33	Corporate debt instruments	125,694	124,786
	Pnc Financial 6.037% 10/28/33	Corporate debt instruments	126,120	130,396
	Pnc Financial 4.758% 1/26/27	Corporate debt instruments	138,136	140,808
	Pnc Finl Svcs Group 5.582% 6/12/29	Corporate debt instruments	186,645	191,282
	Pepsico Inc 4.450% 4/14/46	Corporate debt instruments	133,383	126,176
	Pepsico Inc 2.250% 3/19/25	Corporate debt instruments	159,334	164,206

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Pepsico Inc 4.450% 2/15/33	Corporate debt instruments	92,571	92,152
	Pfizer Inc 3.000% 12/15/26	Corporate debt instruments	125,598	128,425
	Philip Morris Intl 4.250% 11/10/44	Corporate debt instruments	127,373	128,522
	Philip Morris Intl 5.625% 11/17/29	Corporate debt instruments	127,684	128,753
	Philip Morris Intl 5.750% 11/17/32	Corporate debt instruments	76,039	76,091
	Philip Morris Intl 5.375% 2/15/33	Corporate debt instruments	125,738	127,246
	President Fellow 4.609% 2/15/35	Corporate debt instruments	51,156	51,448
	Principal Financial 5.375% 3/15/33	Corporate debt instruments	151,557	153,171
	Procter Gamble Co 1.900% 2/01/27	Corporate debt instruments	126,421	130,273
	Prologis L P 4.750% 6/15/33	Corporate debt instruments	67,785	67,750
	Prudential Financial 3.935% 12/07/49	Corporate debt instruments	87,536	85,933
	Qualcomm Inc 4.300% 5/20/47	Corporate debt instruments	104,554	99,964
	Qualcomm Inc 1.650% 5/20/32	Corporate debt instruments	71,443	72,526
	Qualcomm Inc 5.86957% 5/20/53	Corporate debt instruments	110,323	105,570
	Realty Income Corp 5.625% 10/13/32	Corporate debt instruments	86,845	86,849
	S P Global Inc Sr 1.250% 8/15/30	Corporate debt instruments	127,158	132,368
	S P Global Inc 2.700% 3/01/29	Corporate debt instruments	52,713	53,393
	S&p Global Inc 3.700% 3/01/52	Corporate debt instruments	109,373	105,966
	Schwab Charles 2.300% 5/13/31	Corporate debt instruments	76,979	80,756
	Charles Schwab Corp 2.450% 3/03/27	Corporate debt instruments	127,310	132,732
	Schwab Charles Corp 6.136% 8/24/34	Corporate debt instruments	131,041	135,440
	Simon Property L P 2.450% 9/13/29	Corporate debt instruments	51,413	53,053
	Simon Property L P 3.250% 9/13/49	Corporate debt instruments	38,900	38,286
	Simon Pty Group LP 1.750% 2/01/28	Corporate debt instruments	119,409	124,411
	Simon Pty Group LP 5.850% 3/08/53	Corporate debt instruments	38,001	38,263
	State Str Corp 4.421% 5/13/33	Corporate debt instruments	127,506	130,406
	State Str Corp 5.820% 11/04/28	Corporate debt instruments	52,092	52,459
	State Str Corp 5.159% 5/18/34	Corporate debt instruments	127,336	131,162
	The Tjx Companies 3.875% 4/15/30	Corporate debt instruments	101,677	102,855
	Target Corp 4.800% 1/15/53	Corporate debt instruments	143,084	137,448
	Thermo Fisher 2.600% 10/01/29	Corporate debt instruments	101,302	103,657
	Thermo Fisher 4.950% 11/21/32	Corporate debt instruments	127,411	127,148
	Toyota Mtr Cr Mtn 1.900% 1/13/27	Corporate debt instruments	127,143	131,848
	Toyota Mtr Cr Mtn 4.700% 1/12/33	Corporate debt instruments	166,968	162,431
	Truist Finl Corp Mtn 6.047% 6/08/27	Corporate debt instruments	126,228	128,073
	Unilever Cap Corp 5.000% 12/08/33	Corporate debt instruments	126,586	125,985
	Union Pacific Corp 4.500% 9/10/48	Corporate debt instruments	79,960	76,936
	Union Pac Corp 3.839% 3/20/60	Corporate debt instruments	48,789	45,024
	United Parcel Svc 6.200% 1/15/38	Corporate debt instruments	65,587	63,205
	United Parcel 3.050% 11/15/27	Corporate debt instruments	76,609	77,849
	United Parcel 5.200% 4/01/40	Corporate debt instruments	38,497	37,011
	United Parcel 5.300% 4/01/50	Corporate debt instruments	90,066	87,901
	United Parcel 3.900% 4/01/25	Corporate debt instruments	66,045	66,889
	United Parcel 4.450% 4/01/30	Corporate debt instruments	45,650	45,523

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Unitedhealth 3.100% 3/15/26	Corporate debt instruments	127,022	130,061
	Unitedhealth Group 3.850% 6/15/28	Corporate debt instruments	100,182	101,089
	Unitedhealth Group 3.500% 8/15/39	Corporate debt instruments	50,345	49,035
	Unitedhealth Group 6.050% 2/15/63	Corporate debt instruments	100,600	93,940
	Unitedhealth Group 5.200% 4/15/63	Corporate debt instruments	75,795	71,061
	Unitedhealth Group 5.150% 7/15/34	Corporate debt instruments	107,040	100,639
	Virginia Elec Power 3.100% 5/15/25	Corporate debt instruments	145,529	149,085
	Virginia Elec Pwr Co 2.950% 11/15/51	Corporate debt instruments	89,556	87,791
	Virginia Elec Pwr 5.000% 4/01/33	Corporate debt instruments	126,313	127,225
	Virginia Elec Pwr Co 5.450% 4/01/53	Corporate debt instruments	75,989	75,167
	Visa Inc 3.150% 12/14/25	Corporate debt instruments	124,827	127,536
	Visa Inc 4.300% 12/14/45	Corporate debt instruments	89,498	85,591
	Walmart Inc 1.500% 9/22/28	Corporate debt instruments	101,428	104,209
	Waste Mgmt Inc 4.875% 2/15/34	Corporate debt instruments	73,499	71,617
	Wells Fargo Co 5.013% 4/04/51	Corporate debt instruments	151,283	150,901
	Wells Fargo Company 3.068% 4/30/41	Corporate debt instruments	127,280	117,865
	Wells Fargo Co Mtn 3.350% 3/02/33	Corporate debt instruments	125,546	131,498
	Wells Fargo Co Mtn 3.908% 4/25/26	Corporate debt instruments	254,175	260,201
	Wells Fargo Co Mtn 5.574% 7/25/29	Corporate debt instruments	187,727	190,876
	Wells Fargo Co Mtn 5.557% 7/25/34	Corporate debt instruments	155,228	154,794
	Astrazeneca Plc 4.375% 11/16/45	Corporate debt instruments	88,284	89,182
	Bhp Billiton Fin USA 4.125% 2/24/42	Corporate debt instruments	41,130	39,547
	Bhp Billiton 4.750% 2/28/28	Corporate debt instruments	42,859	42,914
	Bhp Billiton Fin 5.250% 9/08/33	Corporate debt instruments	53,671	53,259
	Bank Montreal Medium 5.203% 2/01/28	Corporate debt instruments	98,755	99,769
	Bank Montreal Medium 5.203% 2/01/28	Corporate debt instruments	201,562	201,894
	Bank Nova Scotia B 4.750% 2/02/26	Corporate debt instruments	251,624	255,071
	Bank Of Nova Scotia 4.850% 2/01/30	Corporate debt instruments	125,588	129,077
	Canadian Imp Bk Comm 3.600% 4/07/32	Corporate debt instruments	126,228	129,205
	Canadian Imperial 4.91902% 4/28/28	Corporate debt instruments	63,844	65,170
	Canadian Imperial Bk 6.092% 10/03/33	Corporate debt instruments	150,930	154,682
	Diageo Capital Plc 2.375% 10/24/29	Corporate debt instruments	174,638	179,220
	Honda Motor Co Ltd 2.967% 3/10/32	Corporate debt instruments	104,188	103,175
	Medtronic Global 4.500% 3/30/33	Corporate debt instruments	64,235	63,056
	Pfizer Invt 4.450% 5/19/28	Corporate debt instruments	150,636	151,655
	Pfizer Invt 5.340% 5/19/63	Corporate debt instruments	127,455	121,168
	Rio Tinto Fin USA 5.125% 3/09/53	Corporate debt instruments	20,778	19,422
	Rio Tinto Financ 5.200% 11/02/40	Corporate debt instruments	25,754	25,024
	Rio Tinto Fin USA 2.750% 11/02/51	Corporate debt instruments	23,432	21,955
	Royal Bk Cda Mtn 4.875% 1/12/26	Corporate debt instruments	189,371	191,516
	Royal Bk Cda Mtn 4.900% 1/12/28	Corporate debt instruments	187,165	189,129
	Shell Intl Fin 5.500% 3/25/40	Corporate debt instruments	65,932	63,848
	Shell International 2.875% 5/10/26	Corporate debt instruments	125,236	128,080
	Sumitomo Mitsui Finl 2.632% 7/14/26	Corporate debt instruments	252,905	262,602

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.**
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Toronto Dominion Mtn 1.250% 9/10/26	Corporate debt instruments	126,745	133,207
	Toronto Dominion 4.456% 6/08/32	Corporate debt instruments	124,489	126,970
	Toronto Dominion Mtn 5.523% 7/17/28	Corporate debt instruments	187,494	189,036
	Total Capital Intl 3.455% 2/19/29	Corporate debt instruments	126,349	127,675
	Ubs Group Ag 3.750% 3/26/25	Corporate debt instruments	242,678	249,252
			<u>25,249,240</u>	<u>25,274,455</u>
	Mutual Funds			
	Fidelity International Index Fund	Mutual fund	1,290,608	1,525,826
	Fidelity 500 Index Fund	Mutual fund	2,084,157	3,623,332
	Fidelity Mid Cap Index Fund	Mutual fund	1,054,063	1,530,082
	NYLI CBRE Global Infrastructure Fund	Mutual fund	950,798	1,164,660
			<u>5,379,626</u>	<u>7,843,900</u>
	Total Investments		<u>\$ 37,498,338</u>	<u>\$ 39,774,639</u>

* Party-in-interest.

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

(II) Schedule H, Line 4j – Schedule of Reportable Transactions (Series of Transactions)

EIN: 94-2462111, Plan Number: 001

For the Year Ended December 31, 2024

Series of transactions in excess of 5% of the current value of the Plan's assets as of December 31, 2024 as defined in Section 2520.103-6 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA were as follows:

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(h) Current Value of Asset on Transaction Date		(g) Cost of Asset	(i) Net Gain (Loss)
		(c) Purchase Price **	(d) Selling Price **		
Series of Transactions					
First American	Mutual fund				
Government Obligations Fund Z	145 purchases	\$ 2,084,196	\$ -	\$ 2,084,196	\$ -
	19 sales	-	2,191,404	2,191,404	-
First American	Mutual fund				
Government Obligations Fund X	101 purchases	4,242,542	-	4,242,542	-
	49 sales	-	4,051,884	4,051,884	-

* Party-in-interest.

** No material expenses were incurred in connection with the transactions listed above.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan Pension Plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning Co.	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF USNR, LLC	D Employer Identification Number (EIN) 94-2462111	

E Type of plan: Single Multiple-A Multiple-B **F** Prior year plan size: 100 or fewer 101-500 More than 500

Part I Basic Information

1 Enter the valuation date: Month <u>1</u> Day <u>1</u> Year <u>2024</u>			
2 Assets:			
a Market value	2a		41,973,722
b Actuarial value	2b		41,973,722
3 Funding target/participant count breakdown			
	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	972	28,919,917	28,919,917
b For terminated vested participants	347	7,167,003	7,167,003
c For active participants	89	2,875,049	2,875,049
d Total	1,408	38,961,969	38,961,969
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>			
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5		5.12 %
6 Target normal cost			
a Present value of current plan year accruals	6a		0
b Expected plan-related expenses	6b		222,000
c Target normal cost	6c		222,000

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary	<u>6/04/2025</u> Date
	Glen Gahan Type or print name of actuary	23-04875 Most recent enrollment number
	HUB International Great Plains Firm name	(402) 964-5400 Telephone number (including area code)
	11516 Miracle Hills Drive Suite 100 Omaha NE 68154 Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of _____%	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		39
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.07</u> %		2
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		41
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	107.72%
15	Adjusted funding target attainment percentage	15	107.72%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.51%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ▶			18(b)	0	18(c)
				0	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? Yes No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? Yes No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: %	2nd segment: %	3rd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b

22 Weighted average retirement age **22** 63

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	31a	222,000
b Excess assets, if applicable, but not greater than line 31a	31b	222,000

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
b Waiver amortization installment.....	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount..... **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	0	0

36 Additional cash requirement (line 34 minus line 35)	36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
40 Unpaid minimum required contributions for all years	40	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021

Schedule SB, Line 22 - Description of Weighted Average Retirement Age

Pension plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning

EIN: 94-2462111, PN: 001

Line 22 - Weighted Average Retirement Age

<u>Retirement</u> <u>Age</u>	<u>Rate of</u> <u>Retirement (Rx)</u>	<u>Lives</u>	<u>Retirements</u>	<u>Age x Rets</u>
55	10%	1.0000	0.1000	5.5000
56	3%	0.9000	0.0270	1.5120
57	3%	0.8730	0.0262	1.4928
58	3%	0.8468	0.0254	1.4734
59	3%	0.8214	0.0246	1.4539
60	5%	0.7968	0.0398	2.3903
61	5%	0.7569	0.0378	2.3086
62	15%	0.7191	0.1079	6.6874
63	5%	0.6112	0.0306	1.9253
64	5%	0.5807	0.0290	1.8581
65	50%	0.5516	0.2758	17.9278
66	30%	0.2758	0.0827	5.4611
67	30%	0.1931	0.0579	3.8807
68	30%	0.1351	0.0405	2.7570
69	30%	0.0946	0.0284	1.9583
70	100%	0.0662	0.0662	4.6356
<u>Weighted Average Retirement Age (closest integer)</u>				<u>63</u>

Schedule SB, Line 26b - Projection of Expected Benefit PaymentsPension plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning
EIN: 94-2462111, PN: 001

Plan Year	Active	Vested Termed	Retired	Total
2023	67,390	142,186	3,087,993	3,297,569
2024	101,406	203,886	2,988,614	3,293,906
2025	127,569	257,600	2,884,476	3,269,644
2026	151,980	300,956	2,775,791	3,228,727
2027	171,426	332,252	2,662,698	3,166,375
2028	189,236	389,964	2,544,717	3,123,917
2029	200,577	441,956	2,424,269	3,066,802
2030	208,274	493,880	2,300,837	3,002,992
2031	218,679	535,173	2,174,943	2,928,795
2032	226,828	561,393	2,046,975	2,835,196
2033	232,660	572,491	1,917,643	2,722,794
2034	235,870	579,626	1,787,999	2,603,495
2035	237,870	589,174	1,658,539	2,485,583
2036	238,002	594,755	1,530,054	2,362,811
2037	234,337	601,332	1,403,352	2,239,021
2038	229,234	601,484	1,279,272	2,109,990
2039	223,578	594,594	1,158,647	1,976,819
2040	216,985	591,062	1,042,271	1,850,317
2041	209,051	577,529	930,877	1,717,456
2042	200,090	561,358	825,119	1,586,566
2043	191,024	540,855	725,561	1,457,439
2044	182,050	518,788	632,670	1,333,508
2045	171,968	496,403	546,816	1,215,187
2046	161,384	472,403	468,251	1,102,038
2047	150,569	447,413	397,117	995,099
2048	139,894	421,663	333,431	894,989
2049	128,917	395,178	277,094	801,189
2050	118,046	368,096	227,874	714,017
2051	107,412	340,694	185,424	633,529
2052	97,110	313,214	149,298	559,622
2053	87,223	285,921	118,969	492,113
2054	77,816	259,088	93,854	430,758
2055	68,939	232,989	73,338	375,266
2056	60,627	207,881	56,802	325,310
2057	52,909	184,001	43,648	280,557
2058	45,803	161,547	33,314	240,665
2059	39,322	140,670	25,294	205,286
2060	33,472	121,471	19,135	174,078
2061	28,249	103,994	14,450	146,692
2062	23,635	88,251	10,911	122,797
2063	19,604	74,209	8,251	102,065
2064	16,121	61,808	6,255	84,184
2065	13,143	50,965	4,757	68,864
2066	10,623	41,582	3,629	55,834
2067	8,512	33,552	2,775	44,838
2068	6,760	26,762	2,125	35,646
2069	5,320	21,089	1,626	28,036
2070	4,149	16,411	1,242	21,802
2071	3,206	12,603	944	16,754
2072	2,454	9,547	713	12,715

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods
Pension Plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning
EIN: 94-2462111, PN: 001

Valuation Date	First day of Plan year (January 1)
Asset Valuation	Plan assets are valued at fair market value.
Cost Method	Unit Credit
Interest Discount	Funding yield curve for December 2023, applicable to valuation dates in January 2024. The equivalent single rate is 5.12%.
Mortality	Annuitant and Non-Annuitant Mortality Tables applicable to valuation dates in 2024.
Withdrawal and Retirement	Sample Withdrawal and retirement rates are shown below

<u>Age</u>	<u>Sample Turnover Rates</u>		<u>Age</u>	<u>Retirement Rate</u>
	Males	Females		
25	4.8%	8.7%	55	10%
30	3.6%	7.1%	56-59	3%
35	2.8%	5.7%	60-61	5%
40	2.1%	4.3%	62	15%
45	1.4%	3.1%	63-64	5%
50	0.8%	1.8%	65	50%
55	0.3%	0.5%	66 -69	30%
			70	100%

Disability	No exit from participation due to disability is assumed.
Form of Benefit	For employees whose benefits have not yet commenced, it is assumed that benefits will be paid in the single life annuity form.
Salary Increase	NA. All benefits are frozen as of the date of this report.
Expenses	Plan expenses are estimated from Plan expenses paid in the preceding two years.
Changes Since Prior Report	None.

Schedule SB, Part V – Summary of Plan Provisions

Pension Plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning

EIN: 94-2462111, PN: 001

The USNR Benefit Structure

Effective Date	January 1, 1972. Last amended effective June 30, 2007 to freeze benefits.
Eligibility	Applies to all employees other than employees covered by the FAC collective bargaining agreement or former Coe employees.
Entry Dates	Benefit accrual starts on the 1 st day of a calendar quarter following 12 months of service with 1,000 hours.
Accrued Benefit	The annual accrued benefit payable as a life annuity is computed as the sum of credits for each plan year equal to 0.75% of compensation during the year plus 0.36% of compensation in excess of the SSTWB during the year. Benefits were frozen as of 6/30/07.
Normal Form of Benefit	Single Life Annuity.
Optional Forms	J&S 50, J&S 75, J&S 100, 5C&L, and 10C&L. Lump sum cash out allowed prior to 10/1/2001 if less than \$3,000.
Retirement Eligibility	
<i>Normal Retirement</i>	Later of age 65 or 5 th anniversary of date on which plan participation began.
<i>Early Retirement</i>	Age 55 and 10 years of Service.
<i>Vested Termination</i>	5 years of Vesting Service.
<i>Disability</i>	NA.
Benefit Amounts	
<i>Normal</i>	Accrued Benefit.
<i>Early</i>	Accrued Benefit reduced by 6% per year by which benefit commencement date precedes Normal Retirement Date.
<i>Vested Termination</i>	Same as normal, starting at age 65.
<i>Late</i>	Accrued Benefit through Deferred Retirement Date. Actuarial increase applies from age 70-1/2 onward.
<i>Disability</i>	NA.
Death Before Retirement	
<i>Eligibility</i>	Death after becoming vested.
<i>Benefit</i>	Surviving spouse is entitled to 50% of the benefit that would have been payable had the participant terminated immediately before dying, survived to start receiving a J&S50 benefit at earliest retirement age, and then died. The surviving spouse annuity starts no earlier than the participant's earliest retirement date.
Post-Retirement Death	None (other than as provided through an optional form).
Actuarial Equivalence	Mortality - 1984 Unisex Pension Mortality Table Interest – 9% annual rate

Schedule SB, Part V – Summary of Plan Provisions

Pension Plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning

EIN: 94-2462111, PN: 001

The FAC Benefit Structure

Effective Date	January 1, 1972. Benefits were frozen as of various dates in late 2007 and early 2008 upon the expiration of prior bargaining agreements.
Eligibility	Applies only to employees covered by the FAC collective bargaining agreement.
Entry Dates	Plan Entry and benefit accrual starts at time of hire.
Accrued Benefit	For each calendar year in which an employee has 1,000 hours of service, a monthly benefit of \$13 is accrued. For each year in which an employee has less than 1,000 hours, a pro-rata credit is earned. Benefits were frozen as of April 4, 2008.
Normal Form of Benefit	Single Life Annuity.
Optional Forms	J&S 50, J&S 75, J&S 100, 5C&L, and 10C&L. Lump sum cash out allowed if total value less than \$5,000. Special lump sum cash out of pre 1/19/92 service credits is allowed using the prior plan rules.
Retirement Eligibility	
<i>Normal Retirement</i>	Later of age 65 or 5 th anniversary of date on which plan participation began.
<i>Early Retirement</i>	5 years of Service.
<i>Vested Termination</i>	5 years of Vesting Service.
<i>Disability</i>	Total and permanent disability.
Benefit Amounts	
<i>Normal</i>	Accrued Benefit.
<i>Early</i>	Accrued Benefit reduced by 5% per year by which benefit starting date precedes Normal Retirement Date.
<i>Vested Termination</i>	Same as normal, starting at age 65.
<i>Late</i>	Accrued Benefit through Deferred Retirement Date. Actuarial increase applies from age 70-1/2 onward.
<i>Disability</i>	Accrued Benefit (without reduction) payable commencing 6 months after date of disability and continuing for duration of disability up to Normal Retirement Date.
Death Before Retirement	
<i>Eligibility</i>	Death after becoming vested.
<i>Benefit</i>	Same as USNR Benefit Structure, plus a lump sum of \$1,250 payable to any designated beneficiary.
Post-Retirement Death	\$1,000 lump sum, if retired before 1/15/86; \$2,000 lump sum, if date of retirement between 1/15/86 and 1/14/89; and \$2,500 lump sum, if date of retirement is after 1/14/89.
Actuarial Equivalence	Mortality - 1971 Group Annuity Mortality Table with a six-year setback for the Participant and a one-year setback for a Participant's spouse Interest – 6% annual rate

Schedule SB, Part V – Summary of Plan Provisions

Pension Plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning

EIN: 94-2462111, PN: 001

The Coe Benefit Structure

Effective Date	June 30, 1967. Benefits were frozen in March 2009. In July 2009, the Coe Manufacturing Hourly Pension Plan was merged into the Pension Plan for Employees of U.S. Natural Resources Inc. and Friedrich Air Conditioning Co.
Eligibility	Applies only to former Coe employees covered by the U.S. Steelworkers Union collective bargaining agreement.
Entry Dates	Benefit accrual starts on date of hire in covered employment.
Accrued Benefit	The monthly accrued benefit payable as a life annuity is computed as \$16 times years of accrual service. (Effective 2/1/06). Employees who retired prior thereto received benefits at various rates in effect at the time of their separation from service.
Normal Form of Benefit	Single Life Annuity.
Optional Forms	J&S 50 and J&S 75.
Retirement Eligibility	
<i>Normal Retirement</i>	Age 65.
<i>Early Retirement</i>	Age 62 and 5 years of Vesting Service.
<i>Vested Termination</i>	5 years of Vesting Service.
<i>Disability</i>	10 years of Vesting Service.
Benefit Amounts	
<i>Normal</i>	Accrued Benefit.
<i>Early</i>	Accrued Benefit reduced by 6% per year by which benefit commencement precedes Normal Retirement Date.
<i>Vested Termination</i>	Same as normal, starting at age 65.
<i>Late</i>	Accrued Benefit through Deferred Retirement Date.
<i>Disability</i>	Accrued Benefit payable after disability up to Recovery or Normal Retirement Date, plus Accrued Benefit payable as deferred life annuity from Normal Retirement Date forward.
Death Before Retirement	
<i>Eligibility</i>	Death after becoming vested.
<i>Benefit</i>	REA standard 50% J&S QPSA to surviving spouse. The surviving spouse annuity starts no earlier than the participant's earliest retirement date.
Post-Retirement Death Actuarial Equivalence	None (other than as provided through an optional form). Mortality – Mortality table as set forth in Revenue Ruling 95-6, 1995-1 CB 80 Interest – 7.5% annual rate

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

EIN: 94-2462111, Plan Number: 001

December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Cash and Money Market Accounts				
	First American Government Obligations Fund	Mutual fund	\$ 597,135	\$ 597,135
	First American Government Obligations Fund	Mutual fund	17,032	17,032
	First American Government Obligations Fund	Mutual fund	18,497	18,497
			<u>632,664</u>	<u>632,664</u>
U.S. Government Securities				
	U S Treasury Bd 4.375% 2/15/38	U.S. Government securities	69,721	68,079
	U S Treasury Bd 4.250% 5/15/39	U.S. Government securities	73,125	71,136
	U S Treasury Nt 4.250% 11/15/40	U.S. Government securities	149,587	145,678
	U S Treasury Bd 2.750% 11/15/42	U.S. Government securities	99,486	97,154
	U S Treasury Bd 3.375% 5/15/44	U.S. Government securities	24,975	24,314
	U S Treasury Bd 3.000% 11/15/44	U.S. Government securities	15,607	15,179
	U S Treasury Bd 2.500% 2/15/45	U.S. Government securities	242,436	235,899
	U S Treasury Bd 2.750% 8/15/47	U.S. Government securities	378,930	365,695
	U S Treasury Bd 3.000% 2/15/49	U.S. Government securities	289,022	276,465
	U S Treasury Bd 2.250% 8/15/49	U.S. Government securities	277,686	266,230
	U S Treasury Nt 2.000% 2/15/50	U.S. Government securities	278,965	267,108
	U S Treasury Bd 1.125% 8/15/40	U.S. Government securities	230,895	226,583
	U S Treasury Bd 1.125% 5/15/40	U.S. Government securities	141,163	138,329
	U S Treasury Bd 1.625% 11/15/50	U.S. Government securities	322,334	307,632
	U S Treasury Nt 1.875% 2/15/41	U.S. Government securities	187,881	184,225
	U S Treasury Bd 1.750% 8/15/41	U.S. Government securities	19,521	19,426
	U S Treasury Bd 2.250% 2/15/52	U.S. Government securities	403,523	384,962
	U S Treasury Bd 2.375% 2/15/42	U.S. Government securities	327,445	320,337
	U S Treasury Bd 2.875% 5/15/52	U.S. Government securities	10,973	10,490
	U S Treasury Bd 3.375% 8/15/42	U.S. Government securities	194,242	189,854
	U S Treasury Bd 4.000% 11/15/52	U.S. Government securities	318,377	304,889
	U S Treasury Bd 3.500% 2/15/53	U.S. Government securities	67,888	64,999
	U S Treasury Bd 3.625% 5/15/53	U.S. Government securities	314,066	300,773
	U S Treasury Bd 3.875% 5/15/43	U.S. Government securities	72,150	70,408
	U S Treasury Bd 4.375% 8/15/43	U.S. Government securities	612,775	597,484
	U S Treasury Bd 5.000% 11/15/53	U.S. Government securities	339,407	321,519
	U S Treasury Bd 4.750% 11/15/43	U.S. Government securities	532,578	518,375
	U S Treasury Bd 4.250% 2/15/54	U.S. Government securities	95,020	91,225
	U S Treasury Bd 4.750% 5/15/54	U.S. Government securities	10,114	9,716
	U S Treasury Bd 4.250% 8/15/54	U.S. Government securities	96,227	91,320
	U S Treasury Nt 4.500% 11/15/54	U.S. Government securities	40,689	38,137
			<u>6,236,808</u>	<u>6,023,620</u>
Corporate Debt Instruments				
	Aflac Incorporated 3.600% 4/01/30	Corporate debt instruments	81,278	82,668
	Abbvie Inc 4.700% 5/14/45	Corporate debt instruments	126,960	123,529
	Abbvie Inc 3.200% 11/21/29	Corporate debt instruments	101,992	103,953

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Abbvie Inc 4.050% 11/21/39	Corporate debt instruments	107,019	105,937
	Air Products 2.050% 5/15/30	Corporate debt instruments	38,376	39,057
	Alabama Power Co 3.750% 3/01/45	Corporate debt instruments	190,101	189,111
	Amazon.Com Inc 4.250% 8/22/57	Corporate debt instruments	101,392	94,991
	Amazon.Com Inc 3.250% 5/12/61	Corporate debt instruments	25,023	23,422
	Amazon.Com Inc 3.300% 4/13/27	Corporate debt instruments	101,641	103,452
	American Express Co 2.550% 3/04/27	Corporate debt instruments	177,579	184,772
	American Express Co 6.489% 10/30/31	Corporate debt instruments	179,538	180,641
	American Honda Mtn 4.700% 1/12/28	Corporate debt instruments	140,540	141,621
	American Honda Mtn 4.600% 4/17/30	Corporate debt instruments	101,105	102,223
	Anheuser Busch Co 4.900% 2/01/46	Corporate debt instruments	116,315	113,671
	Anheuser Busch Inbev 5.450% 1/23/39	Corporate debt instruments	104,253	101,216
	Anheuser Busch Inbev 5.800% 1/23/59	Corporate debt instruments	124,871	121,174
	Anheuser Busch Inbev 4.750% 1/23/29	Corporate debt instruments	125,095	124,950
	Apple Inc 2.450% 8/04/26	Corporate debt instruments	126,586	129,969
	Apple Inc 2.050% 9/11/26	Corporate debt instruments	94,725	97,153
	Apple Inc 1.650% 2/08/31	Corporate debt instruments	67,348	69,010
	Apple Inc 1.400% 8/05/28	Corporate debt instruments	104,464	107,714
	Apple Inc 2.850% 8/05/61	Corporate debt instruments	62,963	58,739
	Apple Inc Sr 3.250% 8/08/29	Corporate debt instruments	51,670	51,971
	Apple Inc Sr 3.950% 8/08/52	Corporate debt instruments	56,945	54,100
	Apple Inc Sr 4.100% 8/08/62	Corporate debt instruments	96,989	93,950
	Applied Materials 1.750% 6/01/30	Corporate debt instruments	127,547	131,632
	Archer Daniels 4.500% 8/15/33	Corporate debt instruments	125,861	124,610
	Baltimore Gas Co 5.300% 6/01/34	Corporate debt instruments	66,349	62,796
	Bank Amer Corp Mtn 3.875% 8/01/25	Corporate debt instruments	72,363	73,663
	Bank Amer Corp Mtn 4.244% 4/24/38	Corporate debt instruments	156,228	151,196
	Bank Of America Mtn 4.083% 3/20/51	Corporate debt instruments	150,300	148,738
	Bank Amer Corp Mtn 2.676% 6/19/41	Corporate debt instruments	156,332	160,367
	Bank Of America Mtn 3.384% 4/02/26	Corporate debt instruments	254,179	261,982
	Bk Of America 4.571% 4/27/33	Corporate debt instruments	152,073	157,753
	Bank America Mtn 5.202% 4/25/29	Corporate debt instruments	177,199	180,841
	Bank America Corp 5.872% 9/15/34	Corporate debt instruments	125,264	128,380
	Bank New York Mtn 5.802% 10/25/28	Corporate debt instruments	116,118	117,029
	Bank New York Mellon 5.834% 10/25/33	Corporate debt instruments	126,280	128,417
	Bank New York Mtn 4.947% 4/26/27	Corporate debt instruments	139,467	141,588
	Blackrock Funding 5.250% 3/14/54	Corporate debt instruments	51,187	51,012
	Bp Cap Markets 3.410% 2/11/26	Corporate debt instruments	50,385	51,362
	Bp Cap Markets 3.000% 2/24/50	Corporate debt instruments	153,235	145,587
	Bp Cap Mkts Amer Inc 4.812% 2/13/33	Corporate debt instruments	100,433	99,568
	Bp Cap Mkts Amer Inc 4.989% 4/10/34	Corporate debt instruments	112,839	112,820
	Bristol Myers Squibb 4.125% 6/15/39	Corporate debt instruments	104,367	104,445
	Bristol Myers Squibb 3.550% 3/15/42	Corporate debt instruments	127,112	125,226

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
Friedrich Air Conditioning Co.
(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Bristol Myers Squibb 3.700% 3/15/52	Corporate debt instruments	126,882	123,054
	Bristol Myers Squibb 3.900% 3/15/62	Corporate debt instruments	92,127	88,703
	Bristol Myers 5.200% 2/22/34	Corporate debt instruments	65,039	63,920
	Brown University 2.924% 9/01/50	Corporate debt instruments	145,054	138,529
	Burlington Northn 5.200% 4/15/54	Corporate debt instruments	156,641	149,632
	Caterpillar Finl Mtn 4.350% 5/15/26	Corporate debt instruments	62,393	62,913
	Citigroup Inc 4.650% 7/23/48	Corporate debt instruments	75,484	73,587
	Citigroup Inc 3.980% 3/20/30	Corporate debt instruments	177,286	182,355
	Citigroup Inc Sr 5.316% 3/26/41	Corporate debt instruments	138,046	139,573
	Citigroup Inc 3.070% 2/24/28	Corporate debt instruments	253,076	262,593
	Citigroup Inc 3.057% 1/25/33	Corporate debt instruments	150,111	157,204
	Coca Cola Co The 2.750% 6/01/60	Corporate debt instruments	11,623	10,493
	Comcast Corp 4.700% 10/15/48	Corporate debt instruments	47,766	45,455
	Comcast Corp 3.950% 10/15/25	Corporate debt instruments	135,225	137,282
	Comcast Corp 4.150% 10/15/28	Corporate debt instruments	124,092	124,829
	Comcast Corp 3.250% 11/01/39	Corporate debt instruments	102,293	100,782
	Comcast Corp New 2.987% 11/01/63	Corporate debt instruments	25,289	23,704
	Comcast Corp New 5.500% 11/15/32	Corporate debt instruments	131,852	131,165
	Commonwealth Edison 3.650% 6/15/46	Corporate debt instruments	188,338	187,444
	Conocophillips 3.758% 3/15/42	Corporate debt instruments	184,311	181,261
	Cons Edison Ny Mtn 4.450% 3/15/44	Corporate debt instruments	88,341	87,970
	Consolidated Edison 3.950% 4/01/50	Corporate debt instruments	190,376	187,604
	Consolidated Edison 3.600% 6/15/61	Corporate debt instruments	38,901	35,976
	Consumers Energy Co 4.625% 5/15/33	Corporate debt instruments	173,603	173,630
	Cummins Inc 0.750% 9/01/25	Corporate debt instruments	65,109	68,238
	Dte Elec Co 1M 5.400% 4/01/53	Corporate debt instruments	126,441	125,090
	Deere John Mtn 4.750% 1/20/28	Corporate debt instruments	75,138	75,384
	John Deere Mtn 4.950% 7/14/28	Corporate debt instruments	104,190	103,992
	John Deere Mtn 5.150% 9/08/33	Corporate debt instruments	90,945	89,287
	Walt Disney Company 6.650% 11/15/37	Corporate debt instruments	117,315	115,976
	Duke Energy Car 5.300% 2/15/40	Corporate debt instruments	103,164	99,788
	Duke Energy LLC 4.950% 1/15/33	Corporate debt instruments	125,129	124,887
	Duke Energy 5.350% 1/15/53	Corporate debt instruments	124,686	123,669
	Duke Energy Ohio Inc 3.650% 2/01/29	Corporate debt instruments	64,781	65,883
	Erp Operating LP 2.850% 11/01/26	Corporate debt instruments	89,336	91,994
	Emerson Elec Co 2.800% 12/21/51	Corporate debt instruments	43,516	40,767
	Enterprise Products 3.950% 1/31/60	Corporate debt instruments	67,558	63,253
	Enterprise LLC 5.350% 1/31/33	Corporate debt instruments	49,758	49,389
	Evergy Metro Inc 2.250% 6/01/30	Corporate debt instruments	127,749	133,478
	Exxon Mobil 2.440% 8/16/29	Corporate debt instruments	25,748	26,466
	Meta Platforms Inc 4.450% 8/15/52	Corporate debt instruments	176,942	170,244
	Meta Platforms Inc 4.650% 8/15/62	Corporate debt instruments	140,663	134,090

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Florida Pwr Lt Co 5.300% 6/15/34	Corporate debt instruments	128,719	128,364
	General Dynamics 3.250% 4/01/25	Corporate debt instruments	127,002	129,602
	Georgia Pwr Co 5.125% 5/15/52	Corporate debt instruments	101,393	101,116
	Goldman Sachs Group 6.484% 10/24/29	Corporate debt instruments	189,443	191,744
	Goldman Sachs Group 6.561% 10/24/34	Corporate debt instruments	126,660	128,992
	Goldman Sachs Group 3.210% 4/22/42	Corporate debt instruments	53,311	48,824
	Goldman Sachs Group 3.102% 2/24/33	Corporate debt instruments	126,041	131,866
	Goldman Sachs Group 5.798% 8/10/26	Corporate debt instruments	250,253	251,395
	Goldman Sachs Group 4.017% 10/31/38	Corporate debt instruments	139,146	142,264
	Home Depot Inc 4.500% 12/06/48	Corporate debt instruments	112,269	107,629
	Home Depot Inc 3.300% 4/15/40	Corporate debt instruments	63,814	63,106
	Home Depot Inc 4.950% 6/25/34	Corporate debt instruments	155,697	151,919
	Honeywell 1.750% 9/01/31	Corporate debt instruments	122,510	124,593
	Intercontinental 2.650% 9/15/40	Corporate debt instruments	50,884	51,667
	Intercontinental 3.625% 9/01/28	Corporate debt instruments	26,248	25,900
	Jpmorgan Chase Co 3.897% 1/23/49	Corporate debt instruments	125,171	124,036
	Jpmorgan Chase Co 3.157% 4/22/42	Corporate debt instruments	51,403	49,930
	Jpmorgan Chase Co 4.912% 7/25/33	Corporate debt instruments	150,196	154,480
	Jpmorgan Chase 3.530% 6/01/34	Corporate debt instruments	123,984	126,911
	Jpmorgan Chase Co 6.070% 10/22/27	Corporate debt instruments	254,008	255,868
	Jpmorgan Chase Co 6.087% 10/23/29	Corporate debt instruments	189,448	190,852
	Jpmorgan Chase Co 5.766% 4/22/35	Corporate debt instruments	169,527	161,620
	Johnson Johnson 0.950% 9/01/27	Corporate debt instruments	22,894	23,830
	Kimberly Clark Corp 2.875% 2/07/50	Corporate debt instruments	126,816	122,852
	Linde Inc 4.700% 12/05/25	Corporate debt instruments	55,857	56,112
	Lockheed Martin Corp 4.700% 5/15/46	Corporate debt instruments	116,685	110,800
	Lockheed Martin Corp 5.200% 2/15/55	Corporate debt instruments	111,936	104,562
	Marsh McLennan Cos 4.900% 3/15/49	Corporate debt instruments	139,138	136,990
	Mastercard Inc 2.950% 6/01/29	Corporate debt instruments	88,046	89,574
	Mastercard 2.000% 11/18/31	Corporate debt instruments	94,019	95,535
	Mastercard 4.550% 1/15/35	Corporate debt instruments	38,847	38,330
	Merck Co Inc 5.150% 5/17/63	Corporate debt instruments	63,528	59,389
	Metlife Inc 4.875% 11/13/43	Corporate debt instruments	102,520	100,777
	Microsoft Corp 2.400% 8/08/26	Corporate debt instruments	151,643	155,200
	Microsoft Corp 4.500% 2/06/57	Corporate debt instruments	101,612	97,524
	National Rural Util 3.700% 3/15/29	Corporate debt instruments	126,971	129,970
	Novartis Capital 3.000% 11/20/25	Corporate debt instruments	51,220	52,328
	Nvidia Corp Sr Nt 3.500% 4/01/40	Corporate debt instruments	102,593	101,719
	Peco Energy Co 4.900% 6/15/33	Corporate debt instruments	125,694	124,786
	Pnc Financial 6.037% 10/28/33	Corporate debt instruments	126,120	130,396
	Pnc Financial 4.758% 1/26/27	Corporate debt instruments	138,136	140,808
	Pnc Finl Svcs Group 5.582% 6/12/29	Corporate debt instruments	186,645	191,282
	Pepsico Inc 4.450% 4/14/46	Corporate debt instruments	133,383	126,176
	Pepsico Inc 2.250% 3/19/25	Corporate debt instruments	159,334	164,206

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Pepsico Inc 4.450% 2/15/33	Corporate debt instruments	92,571	92,152
	Pfizer Inc 3.000% 12/15/26	Corporate debt instruments	125,598	128,425
	Philip Morris Intl 4.250% 11/10/44	Corporate debt instruments	127,373	128,522
	Philip Morris Intl 5.625% 11/17/29	Corporate debt instruments	127,684	128,753
	Philip Morris Intl 5.750% 11/17/32	Corporate debt instruments	76,039	76,091
	Philip Morris Intl 5.375% 2/15/33	Corporate debt instruments	125,738	127,246
	President Fellow 4.609% 2/15/35	Corporate debt instruments	51,156	51,448
	Principal Financial 5.375% 3/15/33	Corporate debt instruments	151,557	153,171
	Procter Gamble Co 1.900% 2/01/27	Corporate debt instruments	126,421	130,273
	Prologis L P 4.750% 6/15/33	Corporate debt instruments	67,785	67,750
	Prudential Financial 3.935% 12/07/49	Corporate debt instruments	87,536	85,933
	Qualcomm Inc 4.300% 5/20/47	Corporate debt instruments	104,554	99,964
	Qualcomm Inc 1.650% 5/20/32	Corporate debt instruments	71,443	72,526
	Qualcomm Inc 5.86957% 5/20/53	Corporate debt instruments	110,323	105,570
	Realty Income Corp 5.625% 10/13/32	Corporate debt instruments	86,845	86,849
	S P Global Inc Sr 1.250% 8/15/30	Corporate debt instruments	127,158	132,368
	S P Global Inc 2.700% 3/01/29	Corporate debt instruments	52,713	53,393
	S&p Global Inc 3.700% 3/01/52	Corporate debt instruments	109,373	105,966
	Schwab Charles 2.300% 5/13/31	Corporate debt instruments	76,979	80,756
	Charles Schwab Corp 2.450% 3/03/27	Corporate debt instruments	127,310	132,732
	Schwab Charles Corp 6.136% 8/24/34	Corporate debt instruments	131,041	135,440
	Simon Property L P 2.450% 9/13/29	Corporate debt instruments	51,413	53,053
	Simon Property L P 3.250% 9/13/49	Corporate debt instruments	38,900	38,286
	Simon Pty Group LP 1.750% 2/01/28	Corporate debt instruments	119,409	124,411
	Simon Pty Group LP 5.850% 3/08/53	Corporate debt instruments	38,001	38,263
	State Str Corp 4.421% 5/13/33	Corporate debt instruments	127,506	130,406
	State Str Corp 5.820% 11/04/28	Corporate debt instruments	52,092	52,459
	State Str Corp 5.159% 5/18/34	Corporate debt instruments	127,336	131,162
	The Tjx Companies 3.875% 4/15/30	Corporate debt instruments	101,677	102,855
	Target Corp 4.800% 1/15/53	Corporate debt instruments	143,084	137,448
	Thermo Fisher 2.600% 10/01/29	Corporate debt instruments	101,302	103,657
	Thermo Fisher 4.950% 11/21/32	Corporate debt instruments	127,411	127,148
	Toyota Mtr Cr Mtn 1.900% 1/13/27	Corporate debt instruments	127,143	131,848
	Toyota Mtr Cr Mtn 4.700% 1/12/33	Corporate debt instruments	166,968	162,431
	Truist Finl Corp Mtn 6.047% 6/08/27	Corporate debt instruments	126,228	128,073
	Unilever Cap Corp 5.000% 12/08/33	Corporate debt instruments	126,586	125,985
	Union Pacific Corp 4.500% 9/10/48	Corporate debt instruments	79,960	76,936
	Union Pac Corp 3.839% 3/20/60	Corporate debt instruments	48,789	45,024
	United Parcel Svc 6.200% 1/15/38	Corporate debt instruments	65,587	63,205
	United Parcel 3.050% 11/15/27	Corporate debt instruments	76,609	77,849
	United Parcel 5.200% 4/01/40	Corporate debt instruments	38,497	37,011
	United Parcel 5.300% 4/01/50	Corporate debt instruments	90,066	87,901
	United Parcel 3.900% 4/01/25	Corporate debt instruments	66,045	66,889
	United Parcel 4.450% 4/01/30	Corporate debt instruments	45,650	45,523

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024**

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Unitedhealth 3.100% 3/15/26	Corporate debt instruments	127,022	130,061
	Unitedhealth Group 3.850% 6/15/28	Corporate debt instruments	100,182	101,089
	Unitedhealth Group 3.500% 8/15/39	Corporate debt instruments	50,345	49,035
	Unitedhealth Group 6.050% 2/15/63	Corporate debt instruments	100,600	93,940
	Unitedhealth Group 5.200% 4/15/63	Corporate debt instruments	75,795	71,061
	Unitedhealth Group 5.150% 7/15/34	Corporate debt instruments	107,040	100,639
	Virginia Elec Power 3.100% 5/15/25	Corporate debt instruments	145,529	149,085
	Virginia Elec Pwr Co 2.950% 11/15/51	Corporate debt instruments	89,556	87,791
	Virginia Elec Pwr 5.000% 4/01/33	Corporate debt instruments	126,313	127,225
	Virginia Elec Pwr Co 5.450% 4/01/53	Corporate debt instruments	75,989	75,167
	Visa Inc 3.150% 12/14/25	Corporate debt instruments	124,827	127,536
	Visa Inc 4.300% 12/14/45	Corporate debt instruments	89,498	85,591
	Walmart Inc 1.500% 9/22/28	Corporate debt instruments	101,428	104,209
	Waste Mgmt Inc 4.875% 2/15/34	Corporate debt instruments	73,499	71,617
	Wells Fargo Co 5.013% 4/04/51	Corporate debt instruments	151,283	150,901
	Wells Fargo Company 3.068% 4/30/41	Corporate debt instruments	127,280	117,865
	Wells Fargo Co Mtn 3.350% 3/02/33	Corporate debt instruments	125,546	131,498
	Wells Fargo Co Mtn 3.908% 4/25/26	Corporate debt instruments	254,175	260,201
	Wells Fargo Co Mtn 5.574% 7/25/29	Corporate debt instruments	187,727	190,876
	Wells Fargo Co Mtn 5.557% 7/25/34	Corporate debt instruments	155,228	154,794
	Astrazeneca Plc 4.375% 11/16/45	Corporate debt instruments	88,284	89,182
	Bhp Billiton Fin USA 4.125% 2/24/42	Corporate debt instruments	41,130	39,547
	Bhp Billiton 4.750% 2/28/28	Corporate debt instruments	42,859	42,914
	Bhp Billiton Fin 5.250% 9/08/33	Corporate debt instruments	53,671	53,259
	Bank Montreal Medium 5.203% 2/01/28	Corporate debt instruments	98,755	99,769
	Bank Montreal Medium 5.203% 2/01/28	Corporate debt instruments	201,562	201,894
	Bank Nova Scotia B 4.750% 2/02/26	Corporate debt instruments	251,624	255,071
	Bank Of Nova Scotia 4.850% 2/01/30	Corporate debt instruments	125,588	129,077
	Canadian Imp Bk Comm 3.600% 4/07/32	Corporate debt instruments	126,228	129,205
	Canadian Imperial 4.91902% 4/28/28	Corporate debt instruments	63,844	65,170
	Canadian Imperial Bk 6.092% 10/03/33	Corporate debt instruments	150,930	154,682
	Diageo Capital Plc 2.375% 10/24/29	Corporate debt instruments	174,638	179,220
	Honda Motor Co Ltd 2.967% 3/10/32	Corporate debt instruments	104,188	103,175
	Medtronic Global 4.500% 3/30/33	Corporate debt instruments	64,235	63,056
	Pfizer Invt 4.450% 5/19/28	Corporate debt instruments	150,636	151,655
	Pfizer Invt 5.340% 5/19/63	Corporate debt instruments	127,455	121,168
	Rio Tinto Fin USA 5.125% 3/09/53	Corporate debt instruments	20,778	19,422
	Rio Tinto Financ 5.200% 11/02/40	Corporate debt instruments	25,754	25,024
	Rio Tinto Fin USA 2.750% 11/02/51	Corporate debt instruments	23,432	21,955
	Royal Bk Cda Mtn 4.875% 1/12/26	Corporate debt instruments	189,371	191,516
	Royal Bk Cda Mtn 4.900% 1/12/28	Corporate debt instruments	187,165	189,129
	Shell Intl Fin 5.500% 3/25/40	Corporate debt instruments	65,932	63,848
	Shell International 2.875% 5/10/26	Corporate debt instruments	125,236	128,080
	Sumitomo Mitsui Finl 2.632% 7/14/26	Corporate debt instruments	252,905	262,602

**Pension Plan for Employees of U.S. Natural Resources, Inc. and
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(I) Schedule H, Line 4i – Schedule of Assets (Held at End of Year), Continued
EIN: 94-2462111, Plan Number: 001
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Toronto Dominion Mtn 1.250% 9/10/26	Corporate debt instruments	126,745	133,207
	Toronto Dominion 4.456% 6/08/32	Corporate debt instruments	124,489	126,970
	Toronto Dominion Mtn 5.523% 7/17/28	Corporate debt instruments	187,494	189,036
	Total Capital Intl 3.455% 2/19/29	Corporate debt instruments	126,349	127,675
	Ubs Group Ag 3.750% 3/26/25	Corporate debt instruments	242,678	249,252
			<u>25,249,240</u>	<u>25,274,455</u>
	Mutual Funds			
	Fidelity International Index Fund	Mutual fund	1,290,608	1,525,826
	Fidelity 500 Index Fund	Mutual fund	2,084,157	3,623,332
	Fidelity Mid Cap Index Fund	Mutual fund	1,054,063	1,530,082
	NYLI CBRE Global Infrastructure Fund	Mutual fund	950,798	1,164,660
			<u>5,379,626</u>	<u>7,843,900</u>
	Total Investments		<u>\$ 37,498,338</u>	<u>\$ 39,774,639</u>

* Party-in-interest.

Pension Plan for Employees of U.S. Natural Resources, Inc. and Friedrich Air Conditioning Co.

(II) Schedule H, Line 4j – Schedule of Reportable Transactions (Series of Transactions)

EIN: 94-2462111, Plan Number: 001

For the Year Ended December 31, 2024

Series of transactions in excess of 5% of the current value of the Plan's assets as of December 31, 2024 as defined in Section 2520.103-6 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA were as follows:

(a) Identity of Party Involved	(b) Description of Asset (Include Interest Rate and Maturity in Case of a Loan)	(h) Current Value of Asset on Transaction Date		(g) Cost of Asset	(i) Net Gain (Loss)
		(c) Purchase Price **	(d) Selling Price **		
Series of Transactions					
First American	Mutual fund				
Government Obligations Fund Z	145 purchases	\$ 2,084,196	\$ -	\$ 2,084,196	\$ -
	19 sales	-	2,191,404	2,191,404	-
First American	Mutual fund				
Government Obligations Fund X	101 purchases	4,242,542	-	4,242,542	-
	49 sales	-	4,051,884	4,051,884	-

* Party-in-interest.

** No material expenses were incurred in connection with the transactions listed above.

Schedule SB, Line 26a - Schedule of Active Participant Data

Pension plan for Employees of U.S. Natural Resources and Friedrich Air Conditioning

EIN: 94-2462111, PN: 001

Age Bracket	Years of Service										All
	0 - 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-Up	
Under 25											0
25-30											0
30-35											0
35-40					1						1
40-45					4	1	1				6
45-50					3	3					6
50-55					6	9	2	1	2		20
55-60					4	4	7	2	8		25
60-65						6	8	5	9	2	30
65-70					2		3	4	1	1	11
70+									1	4	5
All	0	0	0	0	20	23	21	12	21	7	104